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7 **MARICOPA COUNTY SUPERIOR COURT**  
8 **STATE OF ARIZONA**

9 **In Re Matter of:**

Case No: FC2023-052114

10 **LAURA OWENS,**

**PETITIONER'S  
RESPONSE/OBJECTION TO  
RESPONDENT'S APPLICATION  
FOR ATTORNEY'S FEES AND COSTS**

11 **Petitioner,**

12 **And**

13 **CLAYTON ECHARD,**

14 **Respondent.**

15 **I. INTRODUCTION**

16 This case is currently in a difficult and unfortunate posture. As a result, this brief  
17 is almost certainly futile because no matter what is argued herein, Clayton has either  
18 already won the issue or he has already lost. We just don't know which it is (yet).

19 As the docket reflects, as of today's date, there are two other pending, unresolved  
20 matters:

- 21
- 22 A. Laura's Notice of Change of Judge For Cause (filed July 8, 2024); and
  - 23 B. Laura's Motion for New Trial (and other relief) (filed July 12, 2024)

24 Both filings raise the same central issue – misconduct by the trial judge which  
25 violated Laura's right to a fair hearing. Based on that issue (among others), Laura has  
26 asked for an order disqualifying the currently-assigned judge, and ordering a new trial.  
27 These requests are essentially overlapping; if the disqualification request is granted, a  
28 new trial is probably automatic, thereby mooted the current fee application.

1 On the other hand, if the disqualification request is denied, the outcome of  
2 Clayton’s fee application is a foregone conclusion.

3 Due to this unusual posture, this brief is unlikely to have any effect on the  
4 outcome of the litigation, except to the extent any of the issues may need to be raised  
5 later on appeal. Accordingly, this brief will present Laura’s arguments in an abbreviated  
6 manner, solely to ensure non-waiver on appeal.

## 7 II. DISCUSSION

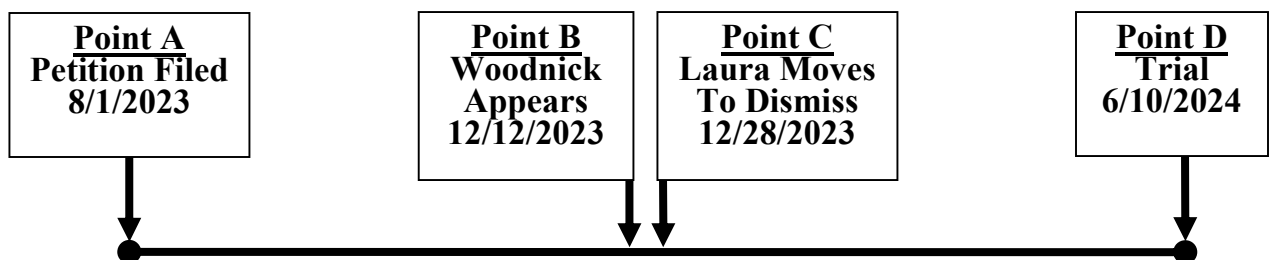
8 While considering the issue of fees, it is important to stop and note the context –  
9 this case involved a petition to establish paternity filed pursuant to A.R.S. § 25–806.  
10 When such a petition is filed, there are only TWO possible outcomes:

- 11 1. Paternity is established; or
- 12 2. Paternity is not established.

13 Although the parties vigorously dispute the question of whether Laura was ever  
14 actually pregnant, two key facts are entirely undisputed:

- 15 1. Both Laura and Clayton were *pro se* from the day this action was  
16 commenced on August 1, 2023 until mid-December 2023; and
- 17 2. Laura moved to dismiss this case with prejudice on December 28, 2023.

18 This timeline is crucial to understanding the fee issue, so the relevant dates are  
19 depicted in the diagram below for clarity.



26 As this diagram shows, it is an undisputed fact that between **Point A**  
27 (commencement of the action on August 1, 2023) and **Point B** (when Clayton’s counsel  
28 first appeared on December 12, 2023), neither party incurred any legal fees, because both

1 parties were *pro se*. Despite this, Clayton’s fee application shows substantially all fees he  
2 is seeking were incurred between **Points C** and **D** (which, as explained below, was  
3 *completely* unnecessary as a matter of law).

4 Also undisputed are two other key facts: *first*, prior to filing a Motion for Leave to  
5 Amend on December 12, 2023, Clayton’s counsel, Gregg Woodnick violated Rule 9(c) of  
6 the Rules of Family Law Procedure. Mr. Woodnick violated Rule 9 by bringing a motion  
7 without making any attempt to meet and confer with Laura to determine her position.

8 This leads to the *second* key fact – immediately after Mr. Woodnick appeared,  
9 Laura’s first step was to file a Motion to Dismiss with Prejudice on December 28, 2023.  
10 That fact has been largely, almost entirely, ignored by Clayton’s counsel and by the  
11 currently-assigned trial judge. But as a matter of law, the dismissal motion terminated  
12 any right Clayton may otherwise have had to seek fees after that date.

13 Put differently, Clayton’s present fee application seeks an award of \$154,000+ in  
14 fees and costs, incurred for the purpose of defeating Laura’s petition to establish paternity  
15 by proving she was not pregnant. But Laura’s Motion to Dismiss unequivocally admitted  
16 that fact. The second line of the pleading stated: “Petitioner is not now pregnant with  
17 Respondent’s children.” *Motion to Dismiss*; filed 12/28/2023 at 1:19.

18 Viewed in that context, and putting aside his counsel’s violation of Rule 9(c), if  
19 Clayton was entitled to any fees at all (which he is not), the *only* time period involved  
20 would be between **Points B** and **C** – i.e., from December 12, 2023 (when Mr. Woodnick  
21 first appeared) until December 28, 2023 (when Laura moved to dismiss). No fees may be  
22 awarded prior to **Point B** because Clayton had no fees prior to then, and no fees may be  
23 awarded after **Point C**, because by that date, Laura withdrew her claims (or tried to).

24 Of course, because Mr. Woodnick was required to meet and confer with Laura, if  
25 had had complied with that obligation, he would have learned by making a single phone  
26 call that Laura was no longer pregnant and that all paternity issues in the case were moot.  
27 So, to recap — even assuming Laura was never pregnant at all, it is undisputed Clayton  
28 did not incur any fees between **Points A** and **B**. It is further undisputed that Clayton

1 would not have incurred any fees after **Point B** if his counsel had simply complied with  
2 Rule 9(c) by contacting Laura and asking for her position. Mr. Woodnick cannot and  
3 should not be rewarded for ignoring a mandatory procedural rule in this manner.

4 **A. Clayton Is Not Entitled To Fees For Litigating A Moot Claim**

5 In her Motion to Dismiss (filed 12/28/2023), Laura explained she was no longer  
6 pregnant, and thus any paternity establishment issues were moot; “it is well-established  
7 that courts cannot decide moot cases.” MTD at 2:13 (citing *Contempo-Tempe Mobile*  
8 *Home Owners Ass’n v. Steinert*, 144 Ariz. 227, 229 (Ariz. App. 1985)). That single fact  
9 precludes any award of fees incurred after December 28, 2023, because as the Court of  
10 Appeals has *repeatedly* held, “We are not ‘a fountain of legal advice,’ and we ‘will not  
11 decide a question which . . . by a change in a condition of affairs has become moot.” *In*  
12 *re Pisani*, 2024 Ariz. App. Unpub. LEXIS 226, \*6 (Ariz. App. March 15, 2024)  
13 (emphasis added) (citing/quoting *Steinert, supra*) (citing *Cardoso v. Soldo*, 230 Ariz. 614,  
14 277 P.3d 811, ¶ 5 (App. Div. 1 2012) (issues are “moot when our action as a reviewing  
15 court will have no effect on the parties ....”))

16 Here, it is undisputed Laura admitted as of December 28, 2023 she was no longer  
17 pregnant. Had Clayton’s counsel complied with Rule 9(c) (as he was mandated to do),  
18 Laura would have made that admission even earlier. Clearly, as a matter of law, Clayton  
19 is *not* entitled to recover \$150,000 in fees for the purpose of proving that Laura was not  
20 pregnant when that issue was entirely mooted *before* those fees were ever incurred.

21  
22 **B. Clayton Is Not Entitled To Any Award of Fees Because His Counsel**  
23 **Violated Rule 9(c) and Failed To Provide The Safe Harbor**  
24 **Required By Rule 26**

25 On May 10, 2024, Laura filed a Motion for Judgment on the Pleadings. In that  
26 motion, she argued Clayton was not entitled to sanctions as a matter of law because his  
27 counsel failed to comply with the procedural requirements of Rule 26. The motion further  
28 argued this error could not be “fixed” by the trial court *sua sponte* converting the  
defective sanctions motion into one seeking relief on some other basis:

1            We reject Rainbow’s argument that the district court’s order for sanctions  
2            can be interpreted as a Rule 11 motion on the court’s own initiative,  
3            pursuant to Fed. R. Civ. P. 11(c)(1)(B). This provision does not require  
4            twenty-day advance notice. We reject Rainbow’s contention because it  
5            was Rainbow, not the court, that initiated the award of sanctions. The  
6            district court’s discussion of the safe harbor provision in its order  
7            concerning sanctions serves to emphasize this point. It would render Rule  
8            11(c)(1)(A)’s “safe harbor” provision meaningless to permit a party’s  
9            noncompliant motion to be converted automatically into a court-initiated  
10            motion, thereby escaping the service requirement. *Because Rainbow did*  
11            *not follow the mandatory service procedure of Rule 11(c)(1)(A), we*  
12            *reverse the award of sanctions.*

13            *Radcliffe v. Rainbow Constr. Co.*, 254 F.3d 772, 789 (9<sup>th</sup> Cir. 2001) (emphasis added).

14            Here, the trial court simply ignored this rule and awarded fees to Clayton *despite*  
15            the fact it is undisputed that Clayton *never* provided Laura with the required written  
16            notice of her absolute right to withdraw her petition without consequence. In this way, the  
17            court deprived Laura of the safe harbor rights to which she was entitled under Rule 26(c).

18            Similarly, the Motion for Judgment on the Pleadings explained any *other* request  
19            for fees/sanctions would be untimely because the alleged violation here was based on  
20            Laura’s act of filing this case on August 1, 2023 without a sufficient factual basis.  
21            Allowing Clayton to incur \$150,000 in fees between six months and nearly a *year* after  
22            that date is entirely inconsistent with the purpose of the rules permitting sanctions and/or  
23            fees for such conduct. *See Buonincontri v. ORHub, Inc.*, 2023 Ariz. App. Unpub. LEXIS  
24            205 \*; 2023 WL 2250355 (App. Div. 1 2023)<sup>1</sup> (cleaned up) (citing *Mary Ann Pensiero,*  
25            *Inc. v. Lingle*, 847 F.2d 90, 99 (3d Cir. 1988) (requiring “prompt action by a litigant  
26            whenever a [Rule 11] violation appears” because “[p]romptness in filing valid [Rule 11]  
27            motions will serve . . . to foster efficiency”); *Vandeventer v. Wabash Nat’l Corp.*, 893 F.  
28            Supp. 827, 844 (N.D. Ind. 1995) (denying, as “untimely as a matter of law,” a Rule 11  
                 motion filed more than “seventeen months after” the offending conduct)).

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<sup>1</sup> *Buonincontri* is an unpublished memorandum decision by the Court of Appeals. As such, pursuant to Ariz. Sup. Ct. R. 111(c)(1)(C), it is cited for persuasive value only, because no other published opinion adequately addresses the issues.

1                                   **C. Fees Cannot Be Awarded For Tort-Based Counterclaims**

2           The record in this case is clear – Laura learned she was no longer pregnant in mid-  
3 November 2023, and after making that discovery, she filed nothing further in this case.  
4 Due to the lack of case activity, on December 4, 2023, court administration issued a  
5 notice placing this matter on the inactive calendar and stating the matter would be  
6 dismissed in early February if no further action was taken.

7           Had no further action been taken, this case would have been dismissed without  
8 Clayton incurring a single penny of legal fees. Despite this, Clayton opted to retain  
9 counsel for the purpose of amending his response to Laura’s petition to affirmatively  
10 assert a claim that Laura was *never* pregnant at all in this case.

11           As has been explained in other pleadings, the Family Court had no subject matter  
12 jurisdiction to decide non-paternity tort claims such as fraud, defamation, or malicious  
13 prosecution (which is what Clayton’s amended respond to the petition effectively sought  
14 to raise). However, even if the Court had jurisdiction over these tort issues, the Court  
15 cannot award attorney’s fees for Clayton’s efforts to litigate those claims. This is so  
16 because Arizona law generally does not permit recovery of attorney’s fees in intentional  
17 tort cases, including where such claims merely “sound in tort”. *See Gitman v. Simpson*,  
18 2021 WL 1885008, \*5 n.1 (App. Div. 1 2021) (attorney’s fees are not available in  
19 defamation actions as a general rule); *see also Barmat v. John & Jane Doe Partners A-D*,  
20 155 Ariz. 519, 524 (Ariz. 1987) (rejecting argument that legal malpractice plaintiff could  
21 recover attorney’s fees on a negligence claim, because Arizona law generally forbids fee  
22 awards in tort cases; “The legislature clearly did not intend that every tort case would be  
23 eligible for an award of fees ....”); *Ramsey Air Meds, L.L.C. v. Cutter Aviation, Inc.*, 198  
24 Ariz. 10, 16 (App. Div. 1 2000) (negligence claim against pilot sounded in tort and thus  
25 could not support an award of attorney’s fees).

26           Here, Clayton’s allegations against Laura sound in tort – they accuse her of  
27 committing fraud, and other intentional torts. As such, even if the Family Court had  
28 jurisdiction to adjudicate such claims (which it does not), Clayton cannot recover fees

1 under A.R.S. § 24–809(g) for litigating those claims because the only claims remaining  
2 after mid-December 2023 were counterclaims that sounded in tort, not paternity claims  
3 arising under Title 25.

4 **D. Clayton Has Failed To Show His Fees Were Reasonable**

5 Because Clayton is not entitled to an award of *any* fees at all, it is not necessary to  
6 determine whether the amount requested is reasonable. However, if that issue was  
7 considered, it is clear the fee sought by Clayton’s counsel is not reasonable under the  
8 controlling standards of ER 1.5. That rule provides: “A lawyer shall not make an  
9 agreement for, charge, or collect an unreasonable fee ....” *See also In the Matter of*  
10 *Swartz*, 141 Ariz. 266, 273, 686 P.2d 1236, 1243 (1984) (“We hold . . . that if at the  
11 conclusion of a lawyer’s services it appears that a fee, which seemed reasonable when  
12 agreed upon, has become excessive, the attorney may not stand upon the contract; he  
13 must reduce the fee.”); *see also McDowell Mt. Ranch Cmty. Ass’n v. Simons*, 216 Ariz.  
14 266, 267 (Ariz. App. Div. 1 2007) (explaining, “Notwithstanding the general rule that  
15 attorneys’ fees are enforced in accordance with the terms of a contract, a contractual  
16 provision providing for an award of unreasonable attorneys' fees will not be enforced.”)  
17 (citing *Elson Dev. Co. v. Ariz. Sav. & Loan Ass'n*, 99 Ariz. 217, 407 P.2d 930 (1965)).

18 To meet his burden, Clayton’s counsel must show the fee requested is reasonable  
19 in light of the factors set forth in ER 1.5 as follows:

20 **ER 1.5. Fees**

21 The factors to be considered in determining the reasonableness of a fee  
22 include the following:

- 23 (1) the time and labor required, the novelty and difficulty of the  
24 questions involved, and the skill requisite to perform the legal  
25 service properly;
- 26 (2) the likelihood, if apparent to the client, that the acceptance of the  
27 particular employment will preclude other employment by the  
28 lawyer;
- (3) the fee customarily charged in the locality for similar legal  
services;
- (4) the amount involved and the results obtained;

- (5) the time limitations imposed by the client or by the circumstances;
- (6) the nature and length of the professional relationship with the client;
- (7) the experience, reputation, and ability of the lawyer or lawyers performing the services; and
- (8) the degree of risk assumed by the lawyer.

Here, the affidavit of Clayton’s lead counsel, Gregg Woodnick, fails to mention, much less address, *any* of the controlling factors of ER 1.5. However, indirectly, on pages 3–4 of Mr. Woodnick’s affidavit, he provides some background biographical information which includes some volunteer work and teaching work. While certainly laudable, nothing in Mr. Woodnick’s affidavit supports his claimed hourly rate of \$650.00 which is nearly double the average and median rates for family law attorneys in Arizona, according to the State Bar of Arizona’s most recent *Economics of Law Practice Survey Report*, a copy of which is attached hereto as Exhibit A.<sup>2</sup>

State Bar of Arizona		Economics of Law Practice Survey		
11. Continued				
Average and Median Hourly Billing Rate by Practice Area				
	Average	Median	Base	
<b>Total respondents</b>	<b>\$350</b>	<b>\$340</b>	<b>890</b>	
Leading practice areas				
Business/securities	\$348	\$350	107	
Corporate	\$360	\$354	134	
Criminal defense/DUI/traffic	\$311	\$313	83	
Estate planning/probate	\$344	\$338	218	
Family/juvenile	\$329	\$329	176	
Federal civil practice	\$359	\$336	92	
General practice	\$323	\$304	110	
Litigation/civil practice: defense	\$329	\$319	245	
Litigation/civil practice: plaintiff	\$357	\$341	268	
Real estate	\$371	\$351	192	

<sup>2</sup> Undersigned counsel is currently serving a three-year appointment as an arbitrator with the State Bar of Arizona’s Fee Arbitration Program. In that capacity, the undersigned has received special education and training in the area of determining the reasonableness of fees under ER 1.5. In addition to other tools and evidence, all State Bar fee arbitrators have been advised to refer to the *Economics of Law Practice Survey Report* when determining the reasonableness of a specific fee request.



1 This point is underscored by the fact that Mr. Woodnick's stated rate is, indeed,  
2 only \$325, as listed in the Attorney Roster maintained on the Superior Court's website:

3 <https://www.superiorcourt.maricopa.gov/superiorcourt/familycourt/rosters/attorney/attInfo.aspx?entry=197&area=1&location=II>  
4

The screenshot shows a web browser window with the title 'Attorney Roster'. The address bar contains the URL: [superiorcourt.maricopa.gov/superiorcourt/familycourt/rosters/attorney/attInfo.aspx?entry=197...](https://www.superiorcourt.maricopa.gov/superiorcourt/familycourt/rosters/attorney/attInfo.aspx?entry=197...). The page content includes a link to 'Return to Attorney Listing' and a section titled 'General Information'. In this section, the 'Attorney's Name' is 'Gregg Woodnick', the 'Primary Address' is '1747 E. Morten, Suite 205, Phoenix, 85020', 'Office Hours' are 'M-F 8:00am to 5:00p.m.', and 'Language Services Offered' is 'English'. Below this is the 'Bar Number' section, which is redacted. The 'Fees and Services' section contains a table with the following data:

Service	Service Fee
Initial Consultation	\$200.00 / Hourly Rate
Family/Divorce	\$325.00 / Hourly Rate
Criminal	\$325.00 / Hourly Rate
Child Abuse/Neglect/CPS	\$325.00 / Hourly Rate

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22 To be sure – just because \$329/hr. is the *average* rate for family law attorneys in  
23 Arizona, and just because Mr. Woodnick advertises his rate at \$325/hr. does not  
24 necessarily mean that \$650/hr. would be always be unreasonable for a lawyer with  
25 suitable experience, skills, and qualifications. However, nothing in Mr. Woodnick's  
26 affidavit supports the amount he requests, nor does he demonstrate that he is entitled to  
27 *double* his normal rate in this case.  
28

1           Among other things, Mr. Woodnick makes no reference to *any* court ever finding  
2 that \$650/hr. is a reasonable fee, given his specific “experience, reputation, and ability”.  
3 Indeed, Mr. Woodnick’s affidavit makes no mention of any significant past litigation  
4 experience that would elevate his rate beyond an average amount. Furthermore,  
5 independent research by the undersigned reveals that Mr. Woodnick’s litigation  
6 experience in higher-level cases is virtually non-existent.

7           For instance, a diligent search reflects that despite his 20+ years as an attorney,  
8 Mr. Woodnick has never participated in *any* matter resulting in even a single published  
9 (or even unpublished) legal ruling in any court, anywhere in the United States, either at  
10 the trial or appellate levels. A search for “Gregg Woodnick” in Lexis-Nexis literally  
11 produces *zero* results; nothing.

12           By comparison, during a career of similar duration, undersigned counsel has  
13 participated in hundreds of matters across the country, including numerous high-profile  
14 cases, resulting in dozens upon dozens of published and unpublished rulings in state and  
15 federal trial courts, and state and federal appellate courts. *See, e.g., Mira Holdings Inc. v.*  
16 *UHS of Del. Inc.*, 2023 WL 5333262 (D.Ariz. 2023); *TGP Communications, LLC v.*  
17 *Sellers*, 2022 WL 17484331 (9<sup>th</sup> Cir. 2022) (granting temporary restraining order against  
18 Maricopa County in First Amendment case in favor of reporter from  
19 TheGatewayPundit.com); *Murrey v. Cheaterreport.com*, 2022 Cal. Super. LEXIS 41492  
20 (June 10, 2022); *Grant v. Ivchenko*, 2021 WL 5232330 (D.Ariz. 2021); *Hassell v. Bird*, 5  
21 Cal.5th 522 (Cal. 2018) (as *amicus curiae*); *General Steel Domestic Sales, L.L.C. v.*  
22 *Chumley*, 840 F.3d 1178 (10<sup>th</sup> Cir. 2016); *Jones v. Dirty World Ent. Recordings, LLC*,  
23 755 F.3d 398 (6<sup>th</sup> Cir. 2014); *Global Royalties, Ltd. v. Xcentric Ventures, LLC*, 544  
24 F.Supp.2d 929 (D.Ariz. 2008); *Xcentric Ventures, LLC v. Borodkin*, 934 F.Supp.2d 1125  
25 (D.Ariz. 2013); *Crabtree v. Dirty World, LLC*, 2012 WL 3335284 (W.D.Mo. 2012); *Hare*  
26 *v. Richie*, 2012 WL 3773116 (D.Md. 2012); *Dyer v. Dirty World, LLC*, 2011 WL  
27 2173900 (D.Ariz. 2011); *Gauck v. Karamian*, 805 F.Supp.2d 495 (W.D.Tenn.  
28 2011); *Asia Economic Institute, LLC v. Xcentric Ventures, LLC*, 2011 WL 2469822

1 (C.D.Cal. 2011), *ICG-Internet Commerce Group, Inc. v. Wolf*, 519 F.Supp.2d 1014  
2 (D.Ariz. 2007), *Busch v. Seahawk Software Dev., L.L.C.*, 2006 U.S. Dist. LEXIS 39484,  
3 \*17 (D. Ariz. 2006) (approving fee award to undersigned counsel as reasonable).

4 To be sure – the existence (or non-existence in Mr. Woodnick’s case) of  
5 substantial trial and appellate experience does *not*, standing alone, determine whether an  
6 attorney’s fee is reasonable. However, the failure of counsel to demonstrate *any* basis for  
7 an hourly rate that is nearly double the average prevailing rate for family law attorneys in  
8 Phoenix is dispositive. The Court cannot and should not find the fees requested by  
9 Clayton’s counsel are reasonable, not because the fees are conclusively *per se*  
10 *unreasonable*, but rather because counsel has failed to meet his burden of showing the fee  
11 meets the requirements of ER 1.5.

12 **E. The Requested Fees And Costs Were Not Necessary**

13 Before any fees or costs may be awarded under A.R.S. § 25–809(g), the Court  
14 must find those fees and costs “were necessary” to the outcome. Here, the post-trial  
15 minute entry does not contain any finding that any of Clayton’s fees or costs were  
16 necessary, nor is there any basis for such a finding.

17 As noted above, it is an undisputed fact that after learning she was no longer  
18 pregnant in mid-November 2023, Laura filed nothing further in this matter, and she did  
19 nothing to keep the case alive. It is further undisputed that before Clayton’s counsel  
20 appeared, the case was scheduled for administrative dismissal due to inactivity. Against  
21 that backdrop of undisputed facts, there is no good faith basis to argue that it was  
22 “necessary” for Clayton to incur any fees or costs in the defense of this action after the  
23 matter was placed on the dismissal calendar.

24 To be sure, Clayton’s desire to use this case for purposes of publicity and his  
25 counsel’s wish for personal revenge against Laura may explain their efforts to keep this  
26 case alive as long as possible. However, those acts (which constitute actionable abuse of  
27 process under the Court of Appeals’ decision in *Crackel v. Allstate Ins. Co.*, 208 Ariz.  
28 252 (Ariz. App. Div. 2 2004)) do not mean that any of the fees incurred were “necessary”

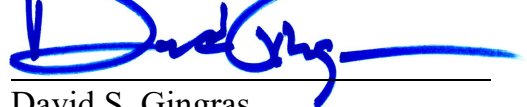
1 to resolve the establishment petition file by Laura. Because such fees and costs were not  
2 necessary, and because there has been no finding on that issue, Clayton is not entitled to  
3 any award of any fees or costs.

4 **III. CONCLUSION**

5 For the reasons stated above, Clayton's application for fees and costs should be  
6 denied in its entirety.

7 DATED July 29, 2024.

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8 

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11 Laura Owens

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# Exhibit A



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# **State Bar of Arizona**

## **Economics of Law Practice Survey Report**

**June 2022**

**Conducted for  
State Bar of Arizona**

## Executive Summary

The **State Bar of Arizona (SBA)** commissioned **Research USA** to conduct an online survey of its members in order to learn more about their salaries, billing practices, and current benefit plans offered to lawyers.

The names used for the survey were selected from **SBA's** list of members with known email addresses for a total of 25,291 names. An online survey was fielded during May, 2022. By June 6, 2022 there were 2,381 usable responses for a net response rate of 10.2%.

Males comprised 55% of those responding with the average age being 50 years. Most (82%) are full-time attorneys and work an average of 47 hours per week. Members have been licensed to practice law for an average of 20 years. Sixty-five percent are located in Maricopa County.

The average base salary of members responding is \$145,828 (median of \$119,547) and the average value of all other compensation is \$90,834 (median of \$20,128). Members tend to be moderately satisfied with their total compensation.

Fifty-three percent of respondents reported an increase in their base salary compared to the previous year. Their base salary increased by an average of 15%.

Sixty-three percent currently work in a private law practice. Their average hourly rate for clients is \$350 and they produce 32 billable hours of work per week. Most track billable hours every five minutes and bill clients monthly.

Their leading primary practice areas are litigation/civil practice: plaintiff, family/juvenile, and estate planning/probate. Twenty-six percent are sole practitioners and 22% are associates.

Fifty-five percent of members reported an increase in demand for billable legal services during the past 3 years and 49% expect demand to increase in the next 3 years.

Less than one-half (45%) practice limited scope representation and 59% performed pro bono in 2021. An average of 20 pro bono hours was performed in 2021.

Firms or organizations have an average of 36 attorneys (median of 7) and 25 legal paraprofessionals (median of 3) across all locations. 50% plan to hire an attorney in the next 12 months, and 39% plan to hire a legal paraprofessional during this period.

Ninety-three percent of law firms or employers offer one or more types of amenities/benefits, with 77% offering health insurance.

Members took an average of 13 planned vacation days in 2021, with 92% taking one or more.

The starting annual salary offered to legal paraprofessionals is \$55,848, \$42,154 for paralegals/legal assistants without prior experience, and \$55,108 for paralegals/legal assistants with at least 5 years of experience.

For secretaries without prior experience, the starting annual salary offered is \$36,293, and is \$42,863 for secretaries with at least 5 years of experience.

Seventy-five percent are "extremely" or "very likely" to practice law in Arizona in the next three years.

Overall, members had an average of \$75,172 in educational debt from law school. An average of 34% of that law school debt is still carried by members. The average monthly payment on their law school debt is \$662.



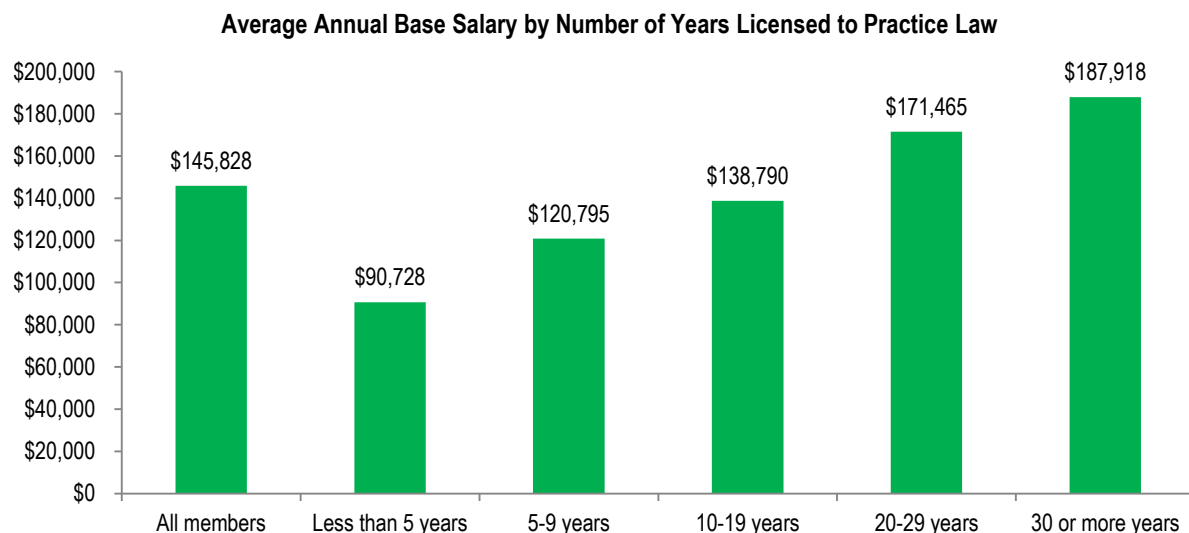
## Summary of Results

Members responding have been licensed to practice law for an average of 20.2 years. Twenty-seven percent of respondents have been licensed to practice law for 30 years or more.

Fifty-seven percent of members describe their workplace as a law firm, including 68.7% who have been licensed to practice law for less than 5 years.

Overall, 82% of respondents describe their current employment status as a full-time attorney. Over 90% of members licensed to practice law for less than 20 years are full-time attorneys compared to 61.9% of those licensed to practice law for 30 years or more. Among those licensed to practice for 30 or more years, 15.8% are employed part-time and 17.7% are retired.

The average annual base salary of all members responding (as of January 1, 2022) is \$145,828 (the median is \$119,547).



In the 12 months prior to January 1, 2022, respondents received an average of \$90,834 in other compensation (besides base salary). The median amount was \$20,128. Nearly one-third (31.3%) did not receive any other compensation during this period, including 39.9% of those licensed to practice law less than 5 years.

Members were asked to rate their level of satisfaction with their total compensation using a scale of 1 to 5 (1= not at all satisfied and 5= very satisfied). Overall, members are moderately satisfied with their total compensation with an average satisfaction rating of 3.4. Over one-half (53.6%) of all respondents are satisfied or very satisfied (giving a rating of 4 or 5). Satisfaction is highest among respondents licensed to practice for 30 or more years where 67.2% gave a rating of 4 or 5 and the average rating was 3.7, in contrast with 38.8% of respondents licensed to practice for less than 5 years and an average rating of 3.1.

Two-thirds of those responding (66.5%) were eligible to receive other types of cash compensation beyond their salary in the 12 months prior to January 1, 2022. Forty-six percent were eligible to receive bonuses, 21.5% were eligible to receive profit sharing and 14.3% were eligible to receive education reimbursement.

Members were asked to indicate how their base salary has changed compared to the previous year. Overall, 53.2% reported an increase, 7.8% reported a decrease, 32.5% indicated no change in their base salary, and 6.5% could not compare because they are not in the same position as one year ago. Members licensed to practice law for less than 5 years were most likely to report an increase (67.4%), compared with 41.6% of members licensed to practice for 30 years or more.

Among members reporting an increase in their base salary, the average amount of the increase was 14.5% (median of 10.0%). The average increase ranged from a high of 18.8% among those licensed to practice law less than 5 years to 11.0% among members licensed to practice 20-29 years.

Relatively few respondents indicated a decrease in their base salary. The average overall amount of the decrease was 26.6%.

Attorneys responding spend an average of 46.6 hours per week devoted to the practice of law, with little variation based on the number of years licensed to practice law.

Sixty-three percent of all respondents currently work in a private law practice.

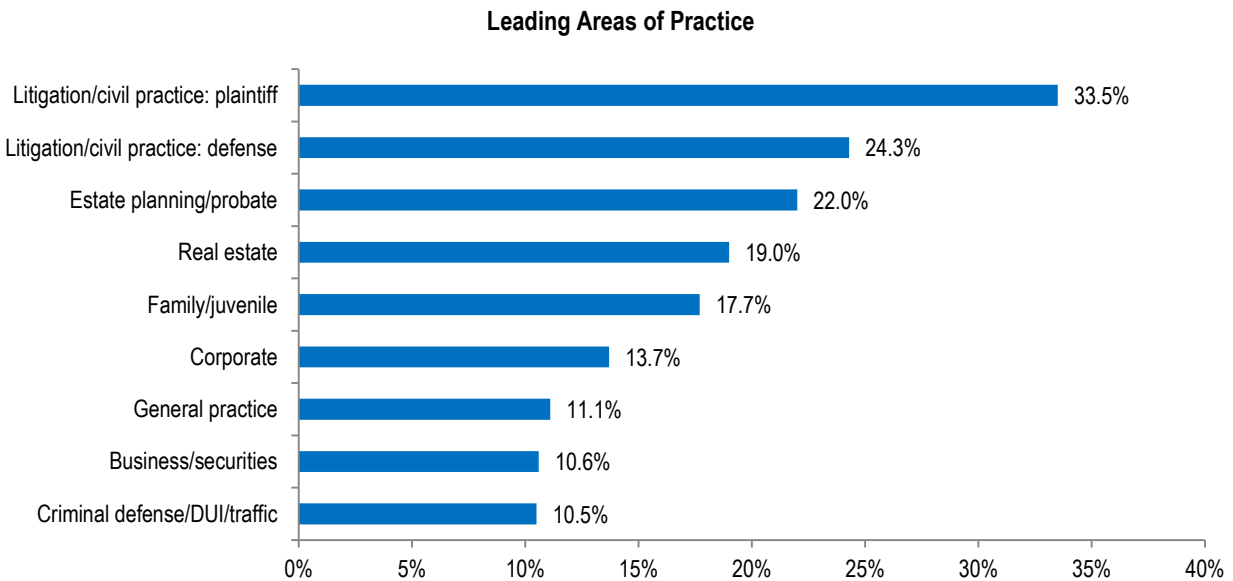


Respondents who work in a private law practice were asked what their typical hourly rate is for clients. Most (83.6%) charge on an hourly basis, with the average hourly rate of this group being \$350. The average hourly rate increases as number of years licensed to practice law increases. The average hourly rate among members licensed to practice less than 5 years is \$275; for 5-9 years, \$327; 10-19 years, \$340; 20-29 years, \$386; and among those licensed to practice 30 years or more the average hourly rate is \$395.

Members who charge on an hourly basis were asked how many billable hours of work they produce in a typical week. Overall, respondents produce an average of 32 billable hours of work per week, ranging from 30.5 hours among members licensed to practice 20-29 years to 33.5 hours among those licensed to practice less than 5 years. Members practicing in litigation/civil

practice: defense produced an average of 36.3 billable hours of work per week, compared to 29.1 hours per week among members working in estate planning/probate.

One-third of respondents who work in a private law practice (33.5%) practice in litigation/civil practice: plaintiff. The leading areas of practice are shown in the graph below:



Attorneys currently working in a private law practice were asked what they consider to be their primary practice area. The largest percentage describes their primary practice area as litigation/civil practice: plaintiff (13.5%), family/juvenile (12.7%), or estate planning/probate (11.6%). The following table shows the top three primary practice areas by number of years licensed to practice law:

Primary Practice Area by Number of Years Licensed to Practice Law				
Less than 5	5–9	10–19	20–29	30 or more
Family/juvenile (15.6%)	Family/juvenile (18.7%)	Litigation/civil practice: plaintiff (14.0%)	Estate planning/probate (14.5%)	Litigation/civil practice: plaintiff (14.3%)
Litigation/civil practice: defense (12.3%)	Litigation/civil practice: plaintiff (14.1%)	Litigation/civil practice: defense (13.1%)	Litigation/civil practice: plaintiff (14.2%)	Estate planning/probate & real estate (10.3% each)
Litigation/civil practice: plaintiff & estate planning/probate (10.5% each)	Estate planning/probate (10.9%)	Family/juvenile (11.4%)	Family/juvenile (12.3%)	Family/juvenile (9.1%)

The largest percentage currently working in private practice describes their primary classification as a sole practitioner (25.7%), including 13.3% who work outside of home and 12.4% who work from a home office. More than one-fifth are an associate (22.3%, including 80.4% of those in practice less than 5 years), 14.0% are managing partners, 8.7% are non-equity partners, and 5.1% are senior associates.

Members in private practice were asked to describe the usual method of compensation provided to associates or legal paraprofessionals. Forty-eight percent report their law firm or organizations provides these employees a salary, plus possible year-end bonus; 12.1% provide a salary only; 10.9% salary, plus percentage of fee personally generated, and 3.4% provide salary, plus percentage of firm's revenue.

Less than one-half of private practice lawyers (44.7%) practice limited scope representation with any frequency. Attorneys licensed to practice 5-9 years are most likely to practice limited scope representation (50.0%) and those licensed for 30 or more years are least likely (39.1%).

Members in a private law practice were asked what percentage they typically charge on a contingency-fee basis. Among the 36.6% who currently charge on a contingency fee basis, the average percentage charge is 32.9%, ranging from 31.3% among attorneys licensed to practice less than 5 years to 34.3% among those licensed to practice 20-29 years.

Those in private law practice were asked to rate the importance of seven factors when determining fees (using a scale of 1 to 5 where 1= not at all important and 5= very important). The factors receiving the highest average importance rating were their reputation, experience and ability as an attorney/legal paraprofessional (4.2), amount of time involved (4.1), and fees customarily charged in their area for similar work (3.8). Other clients not accepted due to conflict was a relatively unimportant factor with an average importance rating of 2.5.

Private practice lawyers were asked at what interval they track time spent on billable hours. A majority of all respondents track time every five minutes (51.5%). Fifteen percent track time by the minute and 12.3% track time every ten minutes. Fourteen percent do not track time spent on billable hours.

Over one-half of respondents in private law practice (53.9%) bill their clients monthly. Twenty-one percent bill clients upon completion: end of month and 14.7% bill clients irregularly/not scheduled.

Members in private law practice were asked what percentage of their total fees billed they fail to collect from clients. The average percentage of fees not collected is 9.7%, ranging from 9.0% for those in law practice 10-19 years to 11.1% among those in practice less than 5 years. Among the leading practice areas, those in corporate law report the lowest average percentage of fees not collected (8.7%) and lawyers practicing criminal defense report the highest average (13.3%).

When asked what actions are typically taken when fees are charged but not paid in due course, the largest percentage of private practice attorneys send a demand letter, but take no further action (50.1%), 8.7% sue a client if all other options fail, and 5.1% percent turn the account over to a collection agency. Thirty-three percent do not take action.

Thirty-seven percent of lawyers responding indicate that there are a minimum number of billable hours required per year by their law firm. For firms with a minimum requirement, the average minimum number of billable hours expected per year is 1,673.

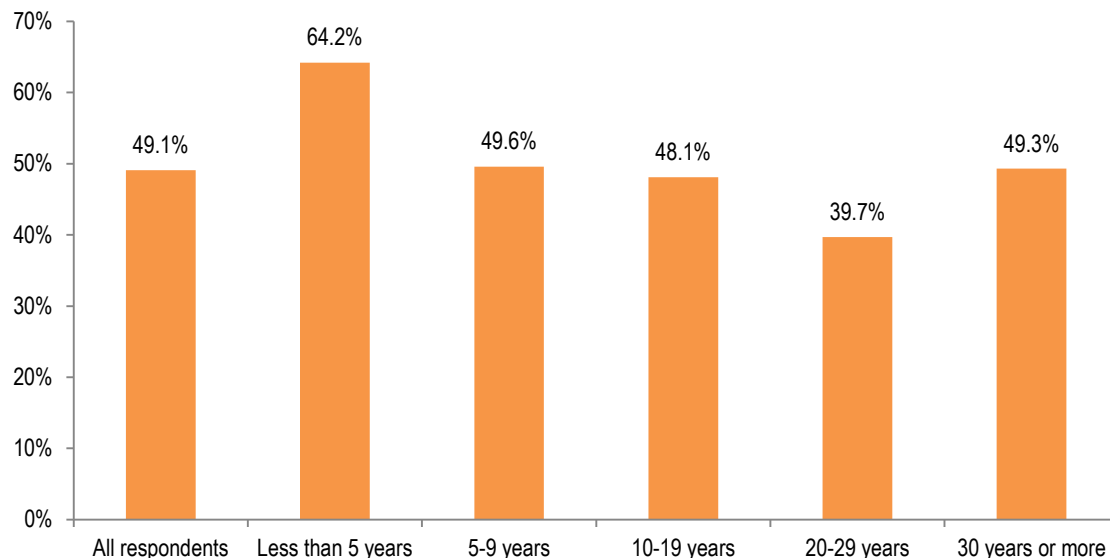
Of the 30.2% of respondents who knew, law firm's average hourly overhead expense per attorney/legal paraprofessional is \$90 for each hour billed, ranging from \$84 among attorneys in practice less than 5 years to \$96 among attorneys practicing 20-29 years.

Of the 47.9% of private practice attorneys who knew, an average of 44.1% of their law firm's gross revenue is spent on overhead. Among the attorneys aware of the amount, the average percentage spent on overhead ranges from 41.6% among those licensed to practice less than 5 years to 49.7% among lawyers licensed to practice 5-9 years.

Private practice lawyers were asked how the demand for paid billable legal services in their community has changed over the past three years. A majority of respondents (54.9%) indicated that demand has increased significantly or somewhat (including 64.2% of those in practice less than 5 years, in contrast with 46.0% of attorneys in practice 20-29 years). Thirty-seven percent reported that demand has remained stable, and 7.8% reported a decrease.

Forty-nine percent of private practice lawyers expect demand for billable legal services to increase in the next three years, ranging from 39.7% among respondents in practice 20-29 years to 64.2% for attorneys in practice less than 5 years. About two-fifths (41.6%) expect demand for billable legal services in their community to remain stable and 9.3% expect a decrease.

**Percentage Expecting Demand for Billable Legal Services in Their Community to Increase by Number of Years Licensed to Practice Law**



Nine out of ten respondents in private practice (90.7%) carry professional liability (malpractice) insurance. Among those carrying professional liability insurance, 60.6% report that their level of coverage or policy limit is \$1 million or more (including 75.9% of respondents in practice 30 or more years, in contrast with 32.4% for those in practice less than 5 years).

Members who carry professional liability insurance were asked to report their yearly premium. Forty-six percent do not know - their firm or organization pays, ranging from 23.7% of members in practice for 30 years or more to 79.3% among respondents in practice less than 5 years. Eighteen percent report their yearly premium is more than \$5,000 per year, followed by up to \$3,000 per year (15.6%), up to \$5,000 per year (12.6%), and up to \$1,500 per year (7.3%).

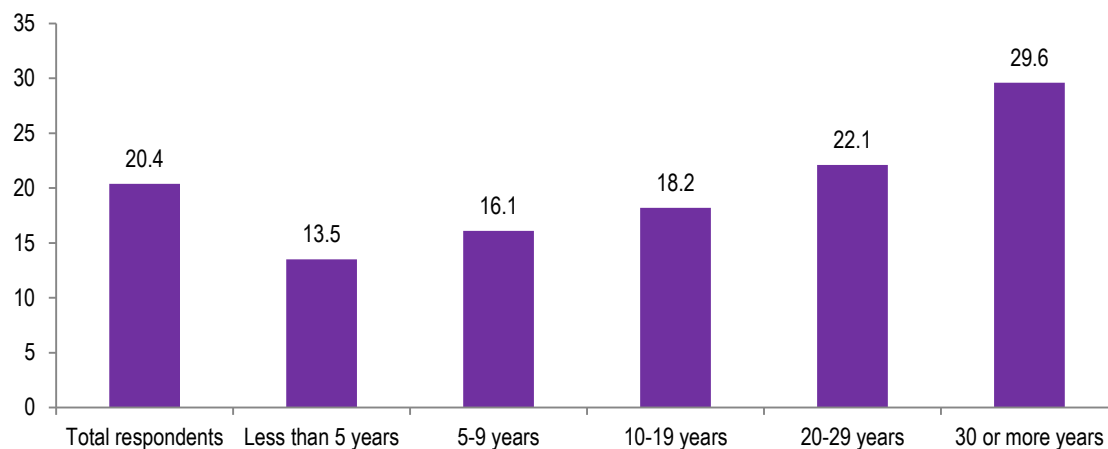
Members not currently carrying professional liability insurance (9.3%) were asked to select the reasons for not carrying this insurance. The largest percentage selected cost as a reason (42.3%), followed by 26.9% who do not see the need, 17.9% who report that it is covered by the firm, and 14.1% who assumed it was not affordable for them.

Thirty-one percent of respondents who do not carry professional liability insurance reported they would be inclined to purchase it with limits of \$100,000/\$300,000 at a cost of between \$250 to \$400 a month.

Respondents who are not employed in a private practice were asked to identify their primary practice classification. The largest percentage describes their primary practice classification as in-house/corporate counsel: for profit (21.2%), followed by state agency (17.5%), and public defender (8.4%). No other individual classification was selected by more than six percent of those responding.

Respondents performed an average of 20 pro bono hours in 2021, with 59.2% performing one or more hours. Seventy-five percent of attorneys licensed to practice for 30 or more years performed pro bono hours in 2021, in contrast with 44.2% of those licensed for less than 5 years.

**Average Number of Pro Bono Hours Performed in 2021 by Number of Years Licensed to Practice Law**



Respondents who have not performed pro bono work in 2021 were asked why they have not. Sixty percent report lack of time and 17.5% indicated they are not interested.

Respondents were asked where their principal office is located. Two-fifths (39.7%) indicated their principal office is in Maricopa – Phoenix, 13.3% are located in Pima county, and 10.4% are in Maricopa – Scottsdale. Twelve percent are located outside Arizona.

An average of 36 attorneys practice at their entire firm or organization, across all locations (the median is 7). Twenty-one percent have one lawyer, 36.2% are small firms of 2-9 attorneys, 25.9% have 10-99 attorneys, and 17.2% are large firms with 100 or more attorneys.

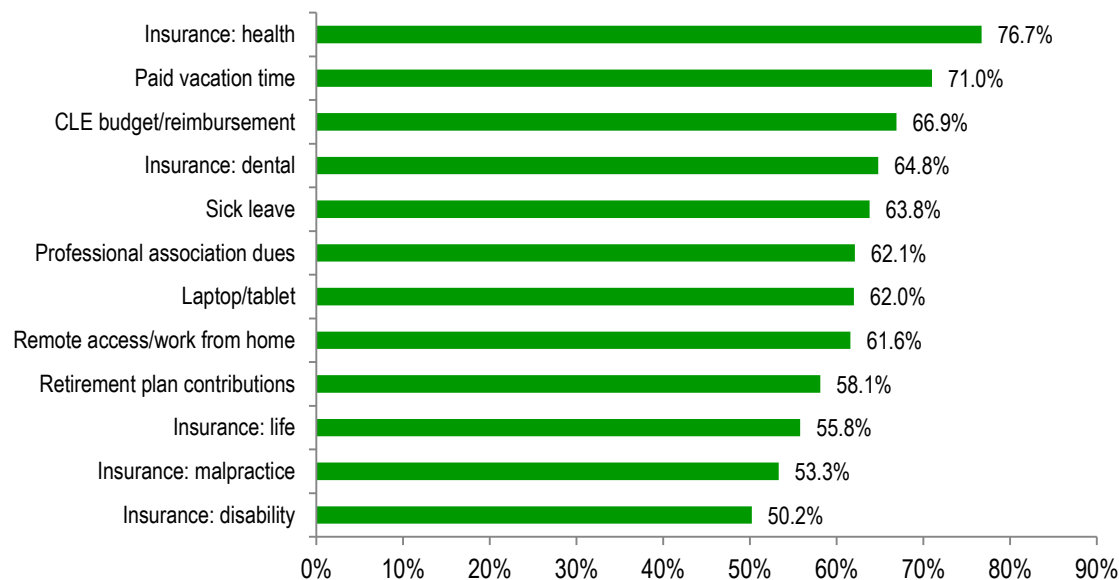
Members report an average of 25 legal paraprofessionals (median of 3) in practice in their entire firm or organization. More than two-fifths of respondents' firms (42.8%) have 1-9 legal paraprofessionals, 16.7% have from 10-99, and 11.6% have 100 or more. Twenty-nine percent report their firm does not have any legal paraprofessionals.

About one-half of respondent's law firms or organizations plan to hire an attorney in the next 12 months (49.8% overall, including 58.9% among lawyers licensed to practice for 5-9 years, compared with 37.1% among lawyers in practice 30 years or more).

Nearly two-fifths of law firms/organizations (38.8%) plan to hire a legal paraprofessional in the next 12 months, 34.0% have no plans to hire a legal paraprofessional during this period, and 27.2% do not know.

More than nine out of ten law firms or employers (92.9%) offer one or more amenities/benefits.

#### Leading Amenities/Benefits Offered by Firms/Employers



Nearly three-fourths of those responding (72.2%) indicated that their employer paid their State Bar of Arizona fees/dues, compared to 22.6% who paid for their own fees/dues. Five percent shared the cost of their State Bar of Arizona fees/dues.

Respondents were asked how their law firm's or organization's retirement plan contributions are made. Over one-third of firms (35.9%) match contributions up to a maximum amount and 28.0% contribute a set percentage of their salary each year.

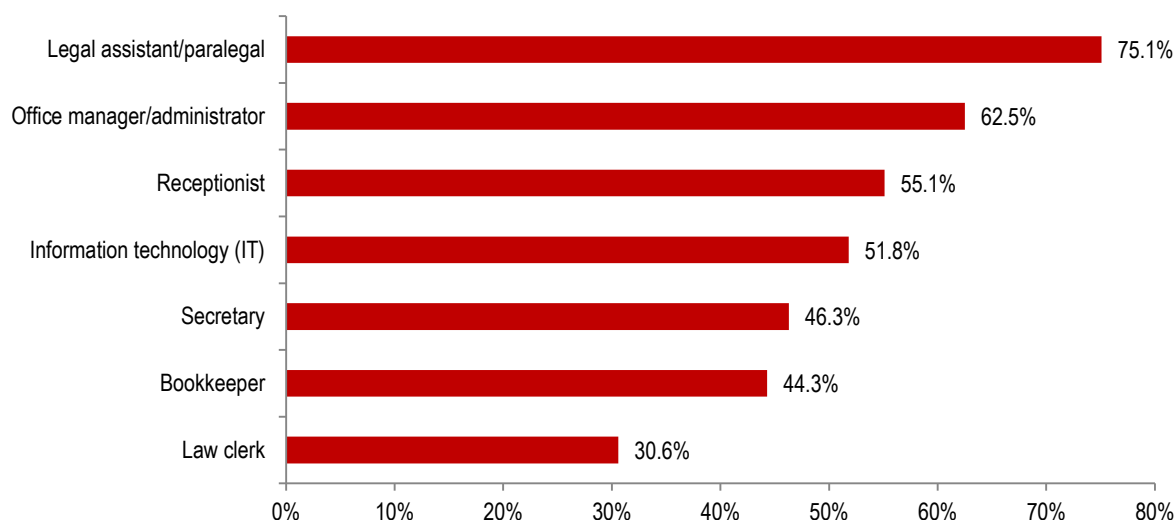
Members were asked how many days of paid vacation are they given each year. Respondents are given an average of 16 paid vacation days each year, with 32.5% offering 20 days or more.

Over nine out of ten (92.4%) took one or more days of planned vacation in 2021. The average number of planned vacation days taken in 2021 was 13, including a high of 15 days among those licensed to practice 20-29 years to a low of 9 days among respondents licensed less than 5 years.

Members were asked to rate their level of agreement with two statements about workload, using a scale of 1 to 5 where 1= strongly disagree and 5= strongly agree. Forty-two percent of respondents agreed and 13.1% disagreed with the statement “Arizona attorneys/legal paraprofessionals have more legal work than they can handle” (overall agreement score of 3.4). More than one-third (38.5%) agreed with the statement “I personally have more legal work than I can handle” compared with 28.1% who disagreed (with an agreement score of 3.2).

Nine out of ten respondent’s law firms or organizations employ one or more types of support staff. The largest percentage of firms employs the following:

**Leading Types of Personnel Employed by Law Firms or Organizations**



Over one-third of law firms or organizations (38.7%) contract for outside services. Attorneys are contracted by 29.5%, Legal Paraprofessionals by 8.6%, Research by 8.2%, and Secretarial by 5.8% of firms.

Members were asked to give the typical starting salary offered to legal paraprofessionals, paralegals/legal assistants, and secretaries at their laws firms or organizations. Although the number of responses is low, possibly due to lack of awareness, the following table shows the average starting salary by number of years licensed to practice law:

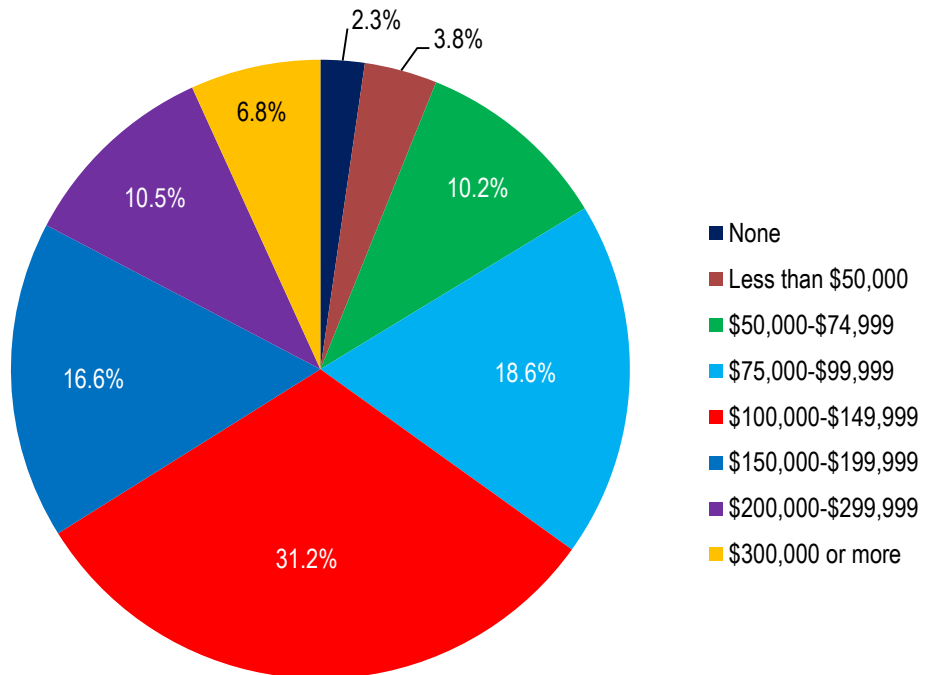
	NUMBER OF YEARS LICENSED TO PRACTICE LAW					
	Total	Less than 5	5–9	10–19	20–29	30 or more
Legal paraprofessionals	\$55,848	\$54,363	\$52,985	\$56,487	\$56,746	\$55,779
Paralegals/legal assistants without prior experience	\$42,154	\$38,153	\$42,108	\$41,390	\$42,756	\$43,287
Paralegals/legal assistants with at least 5 years of experience	\$55,108	\$47,653	\$53,637	\$56,208	\$55,471	\$55,527
Secretaries without prior experience	\$36,293	\$35,043	\$34,443	\$36,408	\$34,249	\$38,875
Secretaries with at least 5 years of experience	\$44,863	\$40,060	\$43,256	\$45,551	\$43,157	\$46,602



4. As of January 1, 2022, what was your annual base salary (in US dollars)?

	Total	NUMBER OF YEARS LICENSED TO PRACTICE LAW				
		Less than 5	5–9	10–19	20–29	30 or more
None	2.3%	2.4%	.8%	2.5%	2.9%	2.4%
Less than \$50,000	3.8%	4.0%	3.1%	3.5%	3.2%	5.4%
\$50,000-\$74,999	10.2%	26.7%	11.8%	7.4%	5.6%	6.5%
\$75,000-\$99,999	18.6%	34.5%	26.3%	17.2%	12.5%	10.1%
\$100,000-\$149,999	31.2%	24.3%	37.4%	33.0%	31.5%	28.0%
\$150,000-\$199,999	16.6%	6.1%	14.5%	19.1%	19.4%	19.0%
\$200,000-\$299,999	10.5%	2.0%	3.4%	13.2%	14.3%	14.0%
\$300,000-\$499,999	4.8%	–	1.9%	3.7%	7.7%	8.9%
\$500,000 or more	2.0%	–	.8%	.4%	2.9%	5.7%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Average	\$145,828	\$90,728	\$120,795	\$138,790	\$171,465	\$187,918
Median	\$119,547	\$84,880	\$100,955	\$120,213	\$139,683	\$141,500
Base	1,739	247	262	517	377	336

Annual Base Salary



## 4. Continued

## Average and Median Annual Base Salary by Demographics

	Average	Median	Base
<b>Total respondents</b>	<b>\$145,828</b>	<b>\$119,547</b>	<b>1,739</b>
Gender			
Male	\$159,310	\$124,931	856
Female	\$131,305	\$106,750	646
Age			
Under 40	\$116,319	\$99,933	430
40 – 49	\$149,692	\$120,516	430
50 – 59	\$171,418	\$131,667	378
60 or over	\$153,829	\$122,091	304

## Average and Median Annual Base Salary by Number of Years in Practice

	Average	Median	Base
<b>Total respondents</b>	<b>\$145,828</b>	<b>\$119,547</b>	<b>1,739</b>
Fewer than 5	\$90,728	\$84,880	247
5 – 9	\$120,795	\$100,955	262
10 – 14	\$132,970	\$119,000	301
15 – 19	\$146,900	\$129,000	216
20 – 29	\$171,464	\$139,683	377
30 – 39	\$193,445	\$143,200	243
40 or more	\$173,477	\$139,333	93

## Average and Median Annual Base Salary by Type of Workplace

	Average	Median	Base
<b>Total respondents</b>	<b>\$145,828</b>	<b>\$119,547</b>	<b>1,739</b>
Law firm	\$152,545	\$119,229	1,085
Alternative Business Structure	\$165,196	\$157,000	59
Other	\$132,016	\$116,813	588

#### 4. Continued

##### Average and Median Annual Base Salary by Law Practice

	Average	Median	Base
<b>Total respondents</b>	<b>\$145,828</b>	<b>\$119,547</b>	<b>1,739</b>
Employed in private law practice	\$154,515	\$119,951	1,065
Not employed in private law practice	\$131,421	\$115,135	623
Leading practice areas			
Business/securities	\$153,572	\$134,000	111
Corporate	\$173,117	\$134,000	143
Criminal defense/DUI/traffic	\$114,383	\$93,889	110
Estate planning/probate	\$126,542	\$99,467	231
Family/juvenile	\$117,883	\$100,533	184
Federal civil practice	\$170,685	\$141,667	100
General practice	\$136,896	\$112,400	115
Litigation/civil practice: defense	\$169,952	\$138,333	254
Litigation/civil practice: plaintiff	\$154,102	\$120,783	350
Real estate	\$177,058	\$120,913	199

##### Average and Median Annual Base Salary by Primary Classification

	Average	Median	Base
<b>Total respondents</b>	<b>\$145,828</b>	<b>\$119,547</b>	<b>1,739</b>
Employed in private law practice			
Associate	\$100,589	\$95,493	233
Managing partner	\$183,046	\$126,000	147
Equity partner/shareholder	\$225,572	\$149,250	202
Non-equity partner	\$182,516	\$156,250	91
Senior associate	\$127,108	\$121,250	54
Sole practitioner (all types)	\$130,283	\$109,200	268
Not employed in private practice (leading answers)			
In-house/corporate counsel (all types)	\$191,755	\$175,000	165
Public defender	\$95,263	\$89,250	52
State agency	\$97,208	\$91,250	109

## 4. Continued

## Average and Median Annual Base Salary by Principal Office Location

	Average	Median	Base
<b>Total respondents</b>	<b>\$145,828</b>	<b>\$119,547</b>	<b>1,739</b>
Maricopa – Phoenix	\$145,074	\$119,765	631
Maricopa – Scottsdale	\$167,797	\$140,000	165
Maricopa – Mesa	\$116,486	\$103,000	69
Maricopa – Tempe	\$125,614	\$116,000	64
Maricopa – Other	\$125,505	\$116,667	95
Maricopa (all locations)	\$143,777	\$120,000	1,024
Pima	\$126,031	\$102,008	210
All other counties in Arizona	\$119,446	\$102,800	155
Outside Arizona	\$203,383	\$154,500	195

## Average and Median Annual Base Salary by Number of Attorneys at Firm/Organization

	Average	Median	Base
<b>Total respondents</b>	<b>\$145,828</b>	<b>\$119,547</b>	<b>1,739</b>
1 (sole practitioner)	\$128,688	\$110,000	324
2 – 3	\$148,467	\$114,762	254
4 – 5	\$136,187	\$115,628	146
6 – 9	\$139,157	\$119,500	168
10 – 19	\$151,006	\$123,857	184
20 – 49	\$137,709	\$124,778	142
50 – 99	\$156,062	\$120,400	81
100 or more	\$175,305	\$126,800	271

## 4. Continued

## Average and Median Annual Base Salary of Associates

	Average	Median	Base
<b>All Associates</b>	<b>\$100,589</b>	<b>\$95,493</b>	<b>233</b>
<b>Gender</b>			
Male	\$103,395	\$98,250	100
Female	\$103,363	\$98,125	88
<b>Age</b>			
Under 30	\$95,307	\$89,000	43
30-39	\$107,079	\$100,000	92
40-49	\$108,000	\$103,000	39
50-59	\$91,047	\$110,000	15
<b>Number of years in practice</b>			
Fewer than 5	\$96,711	\$90,000	130
5-9	\$107,615	\$103,571	61
10-14	\$105,661	\$105,000	23
15-19	\$116,000	\$120,000	9
<b>Workplace description</b>			
Law firm	\$100,904	\$95,821	229
<b>Leading practice areas</b>			
Business/securities	\$111,867	\$103,000	21
Corporate	\$98,428	\$88,000	25
Criminal defense/DUI/traffic	\$93,448	\$86,250	25
Estate planning/probate	\$79,636	\$79,429	44
Family/juvenile	\$91,895	\$86,333	50
Federal civil practice	\$102,724	\$100,000	29
General practice	\$92,333	\$85,000	24
Litigation/civil practice: defense	\$106,566	\$102,625	61
Litigation/civil practice: plaintiff	\$99,329	\$94,333	70
Real estate	\$105,403	\$97,500	36
<b>Primary office location</b>			
Maricopa – Phoenix	\$112,915	\$108,750	89
Maricopa – Scottsdale	\$94,396	\$85,200	27
Maricopa – Mesa	\$96,385	\$96,667	13
Maricopa – Tempe	\$91,098	\$93,000	10
Maricopa – Other	\$81,500	\$81,250	14
Maricopa (all locations)	\$103,942	\$100,923	153
Pima	\$79,765	\$74,500	17
Outside Arizona	\$116,350	\$100,000	20
<b>Size of firm/organization</b>			
Small (1-9 attorneys)	\$88,103	\$84,800	111
Medium (10-99 attorneys)	\$115,970	\$112,625	60
Large (100 or more attorneys)	\$136,208	\$150,000	24

## 4. Continued

Average and Median Annual Base Salary of *Managing Partners*

	Average	Median	Base
<b>All Managing Partners</b>	<b>\$183,046</b>	<b>\$126,000</b>	<b>147</b>
<b>Gender</b>			
Male	\$184,188	\$124,091	101
Female	\$169,668	\$133,333	34
<b>Age</b>			
Under 40	\$130,985	\$120,000	18
40-49	\$170,854	\$113,333	41
50-59	\$228,244	\$175,000	41
60 +	\$170,564	\$120,000	39
<b>Number of years in practice</b>			
5-9	\$109,515	\$100,000	15
10-14	\$131,381	\$105,000	21
15-19	\$152,105	\$120,000	19
20-29	\$218,652	\$154,800	46
30-39	\$218,576	\$144,000	33
<b>Workplace description</b>			
Law firm	\$183,764	\$124,667	141
<b>Leading practice areas</b>			
Business/securities	\$155,611	\$160,000	18
Corporate	\$203,857	\$160,000	28
Estate planning/probate	\$124,444	\$121,250	36
Family/juvenile	\$175,454	\$137,000	28
Federal civil practice	\$298,750	\$162,000	12
General practice	\$149,563	\$106,667	16
Litigation/civil practice: defense	\$257,391	\$178,333	23
Litigation/civil practice: plaintiff	\$180,125	\$122,857	56
Real estate	\$171,724	\$150,000	29
<b>Primary office location</b>			
Maricopa – Phoenix	\$211,581	\$150,000	43
Maricopa – Scottsdale	\$143,789	\$125,000	19
Maricopa – Mesa	\$151,000	\$105,000	15
Maricopa – Other	\$107,600	\$110,000	10
Maricopa (all locations)	\$172,400	\$125,000	90
Pima	\$160,143	\$120,000	21
All other counties in Arizona	\$97,338	\$96,000	11
Outside Arizona	\$305,158	\$186,000	19
<b>Size of firm/organization</b>			
Small (1-9 attorneys)	\$158,972	\$121,091	119
Medium (10-99 attorneys)	\$291,500	\$196,000	20

## 4. Continued

Average and Median Annual Base Salary of *Equity Partners/Shareholders*

	Average	Median	Base
<b>All Equity Partners/Shareholders</b>	<b>\$225,572</b>	<b>\$149,250</b>	<b>202</b>
<b>Gender</b>			
Male	\$222,817	\$155,000	139
Female	\$249,073	\$124,444	41
<b>Age</b>			
Under 40	\$145,233	\$142,000	24
40-49	\$239,211	\$148,800	57
50-59	\$268,596	\$150,000	57
60 +	\$204,196	\$155,000	46
<b>Number of years in practice</b>			
5-9	\$133,929	\$140,000	14
10-14	\$157,042	\$123,750	38
15-19	\$175,281	\$135,000	32
20-29	\$264,588	\$175,000	51
30-39	\$316,065	\$184,000	46
40 +	\$194,211	\$125,000	19
<b>Workplace description</b>			
Law firm	\$225,572	\$149,250	202
<b>Leading practice areas</b>			
Business/securities	\$210,280	\$150,000	25
Corporate	\$202,967	\$186,667	30
Criminal defense/DUI/traffic	\$137,100	\$120,000	10
Estate planning/probate	\$177,085	\$124,000	47
Family/juvenile	\$125,222	\$116,250	18
Federal civil practice	\$207,133	\$190,000	15
General practice	\$148,300	\$127,333	20
Litigation/civil practice: defense	\$214,667	\$172,333	57
Litigation/civil practice: plaintiff	\$182,559	\$150,000	78
Real estate	\$248,438	\$166,667	48
<b>Primary office location</b>			
Maricopa – Phoenix	\$227,250	\$155,000	72
Maricopa – Scottsdale	\$229,731	\$216,667	26
Maricopa – Mesa	\$138,636	\$121,667	11
Maricopa (all locations)	\$213,347	\$152,000	121
Pima	\$154,480	\$140,000	25
All other counties in Arizona	\$130,600	\$100,000	10
Outside Arizona	\$358,644	\$185,000	32
<b>Size of firm/organization</b>			
Small (1-9 attorneys)	\$154,265	\$124,800	117
Medium (10-99 attorneys)	\$210,132	\$180,000	50
Large (100 or more attorneys)	\$693,400	\$448,000	20

## 4. Continued

Average and Median Annual Base Salary of *Sole Practitioners (all types)*

	Average	Median	Base
<b>All Sole Practitioners</b>	<b>\$130,283</b>	<b>\$109,200</b>	<b>268</b>
<b>Gender</b>			
Male	\$141,807	\$119,769	149
Female	\$117,356	\$96,111	95
<b>Age</b>			
Under 40	\$106,848	\$90,000	33
40-49	\$133,251	\$104,000	49
50-59	\$122,493	\$117,375	72
60 +	\$143,565	\$111,250	96
<b>Number of years in practice</b>			
Less than 5	\$63,737	\$57,333	14
5-9	\$135,889	\$117,000	27
10-14	\$97,392	\$74,000	37
15-19	\$125,781	\$117,000	32
20-29	\$129,938	\$109,000	64
30-39	\$146,682	\$117,143	59
40 +	\$164,453	\$132,500	35
<b>Workplace description</b>			
Law firm	\$132,519	\$115,435	230
Other	\$112,626	\$82,000	31
<b>Leading practice areas</b>			
Business/securities	\$134,345	\$106,500	29
Corporate	\$148,781	\$125,000	32
Criminal defense/DUI/traffic	\$99,755	\$82,500	49
Estate planning/probate	\$111,049	\$86,457	82
Family/juvenile	\$105,766	\$106,000	64
Federal civil practice	\$175,000	\$84,000	11
General practice	\$97,281	\$94,000	32
Litigation/civil practice: defense	\$141,427	\$120,000	41
Litigation/civil practice: plaintiff	\$146,542	\$117,000	71
Real estate	\$150,750	\$123,000	53
<b>Primary office location</b>			
Maricopa – Phoenix	\$127,657	\$103,429	69
Maricopa – Scottsdale	\$189,100	\$138,000	33
Maricopa – Mesa	\$97,308	\$93,333	13
Maricopa – Tempe	\$108,479	\$94,000	18
Maricopa – other	\$104,627	\$109,000	30
Maricopa (all locations)	\$131,319	\$114,000	163
Pima	\$125,022	\$88,667	45
All other counties in Arizona	\$121,640	\$120,000	25
Outside Arizona	\$156,429	\$85,000	21



## 4. Continued

Average and Median Annual Base Salary of *In-House/Corporate Counsel* (all types)

	Average	Median	Base
<b>All In-House/Corporate Counsel</b>	<b>\$191,755</b>	<b>\$175,000</b>	<b>165</b>
<b>Gender</b>			
Male	\$202,852	\$185,000	87
Female	\$176,422	\$167,000	71
<b>Age</b>			
Under 40	\$168,863	\$154,000	44
40-49	\$177,320	\$166,500	55
50-59	\$231,775	\$219,900	39
60 +	\$199,884	\$181,667	23
<b>Number of years in practice</b>			
Fewer than 5	\$126,681	\$125,000	11
5-9	\$135,538	\$133,750	22
10-14	\$199,306	\$185,000	41
15-19	\$178,367	\$177,500	28
20-29	\$226,060	\$195,000	39
30-39	\$211,600	\$206,500	20
<b>Workplace description</b>			
Alternative business structure	\$199,631	\$172,333	26
Other	\$191,044	\$176,668	138
<b>Primary office location</b>			
Maricopa – Phoenix	\$198,592	\$182,500	59
Maricopa – Scottsdale	\$201,271	\$177,500	24
Maricopa – Tempe	\$170,100	\$154,000	15
Maricopa – Other	\$190,625	\$188,000	13
Maricopa (all locations)	\$192,948	\$175,556	114
Pima	\$181,538	\$175,000	13
Outside Arizona	\$196,821	\$182,000	31
<b>Size of firm/organization</b>			
Small (1-9 attorneys)	\$198,359	\$181,000	93
Medium (10-99 attorneys)	\$172,750	\$160,000	50
Large (100 or more attorneys)	\$207,032	\$190,400	22

## 4. Continued

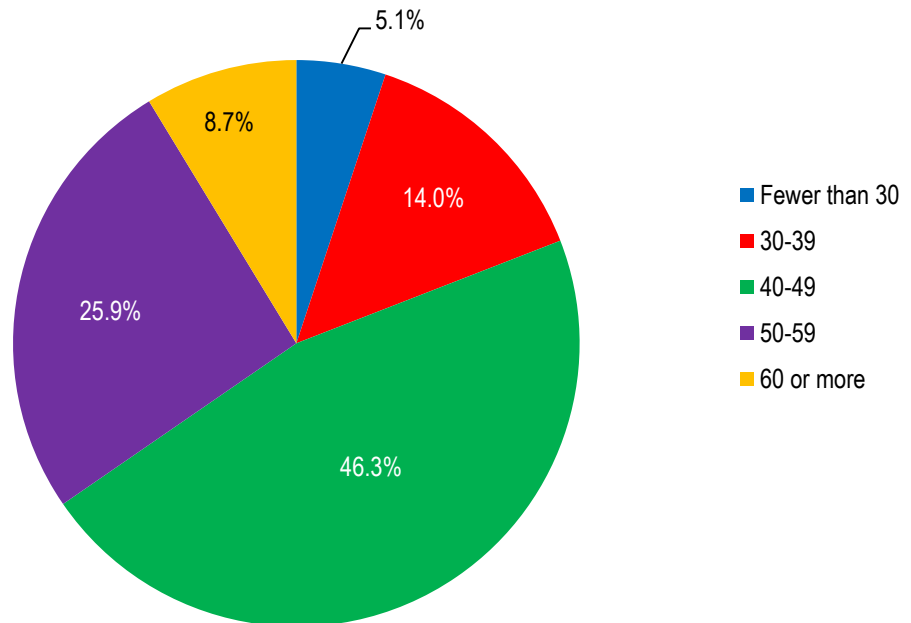
Average and Median Annual Base Salary of *State Agency*

	Average	Median	Base
<b>All State Agency</b>	<b>\$97,208</b>	<b>\$91,250</b>	<b>109</b>
<b>Gender</b>			
Male	\$104,063	\$101,667	35
Female	\$94,223	\$90,000	65
<b>Age</b>			
Under 40	\$81,821	\$75,000	28
40-49	\$99,320	\$94,000	31
50-59	\$104,415	\$95,000	29
60 +	\$105,668	\$105,000	19
<b>Number of years in practice</b>			
Fewer than 5	\$68,318	\$66,333	11
5-9	\$81,750	\$73,499	17
10-14	\$99,790	\$88,000	17
15-19	\$100,725	\$93,500	20
20-29	\$103,672	\$103,000	25
30-39	\$112,054	\$116,000	13
<b>Workplace description</b>			
Law firm	\$95,083	\$98,500	12
Other	\$95,475	\$90,599	94
<b>Primary office location</b>			
Maricopa – Phoenix	\$94,735	\$90,799	91
Maricopa (all locations)	\$95,734	\$90,799	99
<b>Size of firm/organization</b>			
Small (1-9 attorneys)	\$102,910	\$100,000	23
Medium (10-99 attorneys)	\$104,786	\$104,000	21
Large (100 or more attorneys)	\$93,242	\$89,000	63

9. About how many hours in a typical week do you devote to the practice of law?

	NUMBER OF YEARS LICENSED TO PRACTICE LAW					
	Total	Less than 5	5-9	10-19	20-29	30 or more
Fewer than 20	2.2%	1.7%	1.6%	2.6%	3.6%	1.2%
20-29	2.9%	2.5%	3.1%	1.6%	2.7%	5.2%
30-39	14.0%	11.6%	9.7%	12.4%	14.5%	20.9%
40-49	46.3%	50.7%	51.3%	48.4%	42.6%	39.9%
50-59	25.9%	27.3%	26.5%	25.8%	27.3%	23.0%
60-69	6.3%	3.7%	5.1%	7.4%	7.1%	6.7%
70 or more	2.4%	2.5%	2.7%	1.8%	2.2%	3.1%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Average (hours)	46.6	46.7	47.1	46.9	46.4	45.7
Median (hours)	46.6	46.8	47.1	47.0	46.8	45.4
Base	1,691	242	257	500	366	326

Number of Hours Devoted to Practicing Law per Week

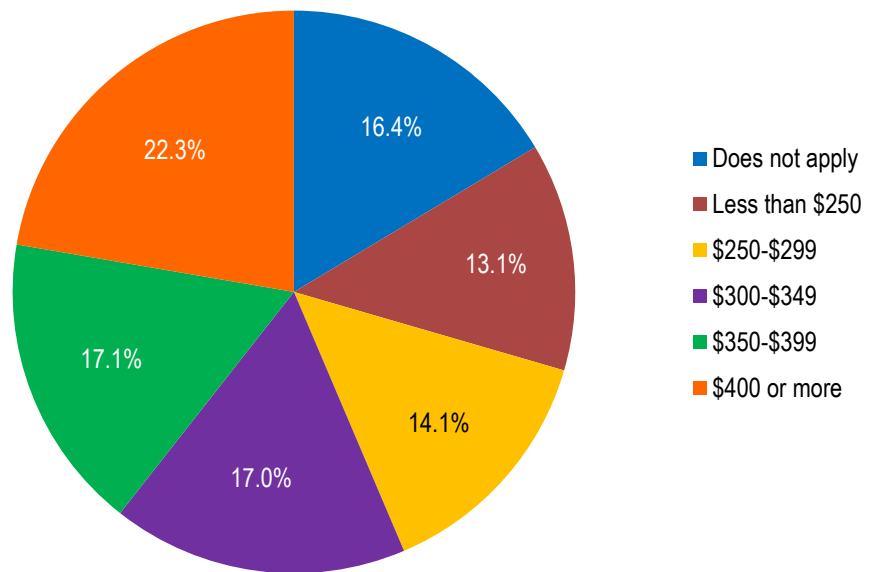


Questions 11-33 are based on respondents who currently work in a private law practice.

11. What is your typical hourly rate for clients?

	NUMBER OF YEARS LICENSED TO PRACTICE LAW					
	Total	Less than 5	5-9	10-19	20-29	30 or more
Does not apply – do not charge on an hourly basis	16.4%	13.0%	21.2%	19.0%	15.8%	12.7%
Less than \$150	1.5%	3.0%	–	1.0%	1.4%	2.1%
\$150 – \$174	1.1%	2.4%	.6%	1.4%	1.4%	–
\$175 – \$199	1.3%	4.8%	.6%	1.0%	.5%	.4%
\$200 – \$224	5.0%	10.7%	3.2%	4.5%	3.3%	4.3%
\$225 – \$249	4.2%	9.5%	.6%	5.9%	2.3%	2.6%
\$250 – \$274	6.7%	15.5%	9.6%	4.8%	3.3%	3.8%
\$275 – \$299	7.4%	11.9%	14.9%	6.2%	2.8%	5.1%
\$300 – \$324	10.5%	11.9%	12.8%	12.1%	8.8%	7.7%
\$325 – \$349	6.5%	7.1%	9.6%	7.6%	4.7%	4.3%
\$350 – \$374	8.8%	4.8%	9.6%	9.7%	9.3%	9.8%
\$375 – \$399	8.3%	2.4%	5.1%	10.0%	10.7%	10.2%
\$400 or more	22.3%	3.0%	12.2%	16.8%	35.7%	37.0%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Charge on an hourly basis	83.6%	87.0%	78.8%	81.0%	84.2%	87.3%
Average	\$350	\$275	\$327	\$340	\$386	\$395
Median	\$340	\$272	\$320	\$337	\$385	\$383
Base	1,064	168	156	290	215	235

Typical Hourly Rate for Clients



## 11. Continued

## Average and Median Hourly Billing Rate by Demographics

	Average	Median	Base
<b>Total respondents</b>	<b>\$350</b>	<b>\$340</b>	<b>890</b>
Gender			
Male	\$358	\$348	497
Female	\$342	\$339	283
Age			
Under 40	\$307	\$300	216
40 – 49	\$356	\$341	201
50 – 59	\$365	\$368	200
60 or over	\$386	\$378	184

## Average and Median Hourly Billing Rate by Number of Years in Practice

	Average	Median	Base
<b>Total respondents</b>	<b>\$350</b>	<b>\$340</b>	<b>890</b>
Fewer than 5	\$275	\$272	146
5 – 9	\$327	\$320	123
10 – 14	\$333	\$328	133
15 – 19	\$349	\$352	102
20 – 29	\$386	\$385	181
30 – 39	\$397	\$388	142
40 or more	\$391	\$375	63

## Average and Median Hourly Billing Rate by Type of Workplace

	Average	Median	Base
<b>Total respondents</b>	<b>\$350</b>	<b>\$340</b>	<b>890</b>
Law firm	\$351	\$341	845
Alternative Business Structure	\$329	\$325	9
Other	\$315	\$330	34

## 11. Continued

## Average and Median Hourly Billing Rate by Practice Area

	Average	Median	Base
<b>Total respondents</b>	<b>\$350</b>	<b>\$340</b>	<b>890</b>
Leading practice areas			
Business/securities	\$348	\$350	107
Corporate	\$360	\$354	134
Criminal defense/DUI/traffic	\$311	\$313	83
Estate planning/probate	\$344	\$338	218
Family/juvenile	\$329	\$329	176
Federal civil practice	\$359	\$336	92
General practice	\$323	\$304	110
Litigation/civil practice: defense	\$329	\$319	245
Litigation/civil practice: plaintiff	\$357	\$341	268
Real estate	\$371	\$351	192

## Average and Median Hourly Billing Rate by Primary Classification

	Average	Median	Base
<b>Total respondents</b>	<b>\$350</b>	<b>\$340</b>	<b>890</b>
Associate	\$291	\$285	187
Managing partner	\$376	\$378	124
Equity partner/shareholder	\$407	\$386	176
Non-equity partner	\$374	\$372	83
Senior associate	\$333	\$326	37
Sole practitioner (all types)	\$336	\$330	231

## 11. Continued

## Average and Median Hourly Billing Rate by Principal Office Location

	Average	Median	Base
<b>Total respondents</b>	<b>\$350</b>	<b>\$340</b>	<b>890</b>
Maricopa – Phoenix	\$359	\$349	298
Maricopa – Scottsdale	\$365	\$364	119
Maricopa – Mesa	\$334	\$309	46
Maricopa – Tempe	\$362	\$378	36
Maricopa – Other	\$330	\$337	64
Maricopa (all locations)	\$355	\$349	563
Pima	\$325	\$339	101
All other counties in Arizona	\$292	\$285	53
Outside Arizona	\$388	\$355	98

## Average and Median Hourly Billing Rate by Number of Attorneys at Firm/Organization

	Average	Median	Base
<b>Total respondents</b>	<b>\$350</b>	<b>\$340</b>	<b>890</b>
1 (sole practitioner)	\$326	\$328	234
2 – 3	\$337	\$329	164
4 – 5	\$370	\$365	76
6 – 9	\$340	\$339	89
10 – 19	\$370	\$372	78
20 – 49	\$356	\$352	60
50 – 99	\$377	\$358	31
100 or more	\$422	\$388	77

**About Office Management**

16. If your law firm or organization has associates or legal paraprofessionals, what is the usual method of compensation provided to them?

	NUMBER OF YEARS LICENSED TO PRACTICE LAW					
	Total	Less than 5	5–9	10–19	20–29	30 or more
Salary, plus possible year-end bonus	48.2%	47.5%	46.2%	49.8%	49.3%	47.0%
Does not apply – do not have associates	24.2%	10.5%	17.3%	23.3%	28.7%	35.3%
Salary only	12.1%	14.2%	12.8%	10.2%	13.4%	11.2%
Does not apply – do not have legal paraprofessionals	11.8%	10.5%	12.2%	9.9%	15.3%	11.6%
Salary, plus percentage of fee personally generated	10.9%	16.0%	16.7%	11.0%	7.2%	6.9%
Salary, plus percentage of firm’s revenue	3.4%	3.7%	3.8%	3.5%	3.8%	2.2%
Don’t know	6.0%	12.3%	10.3%	6.7%	1.4%	2.2%
Base	1,042	162	156	283	209	232

**Usual Method of Compensating Associates or Legal Paraprofessionals**

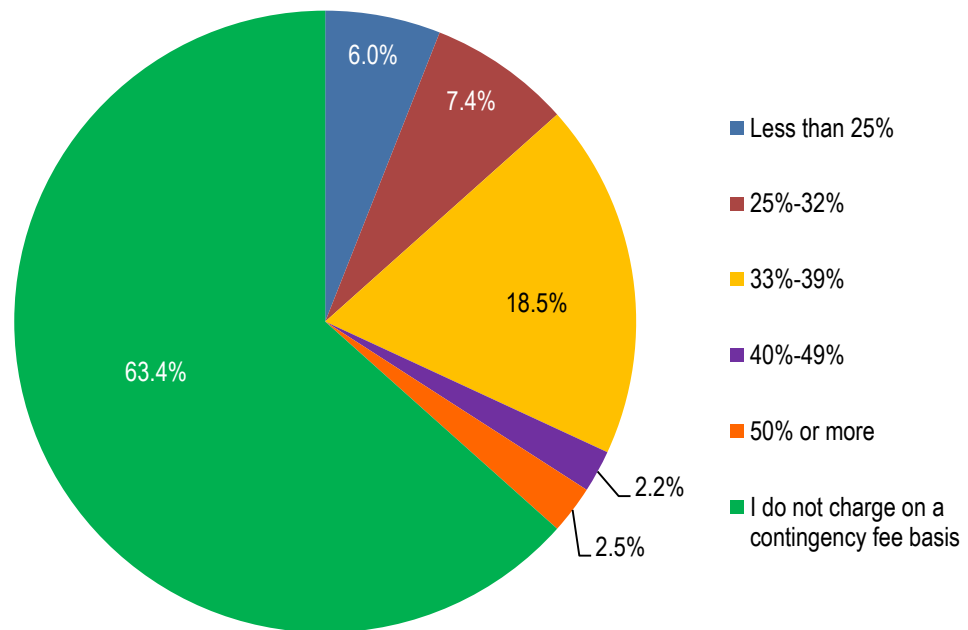




18. What percentage do you typically charge on a contingency-fee basis?

	NUMBER OF YEARS LICENSED TO PRACTICE LAW					
	Total	Less than 5	5-9	10-19	20-29	30 or more
Less than 25%	6.0%	7.2%	9.2%	6.1%	4.3%	4.3%
25% – 32%	7.4%	7.9%	5.9%	9.3%	6.3%	7.0%
33% – 39%	18.5%	9.2%	19.0%	19.0%	23.2%	19.6%
40% – 49%	2.2%	1.3%	1.3%	2.5%	2.9%	2.2%
50% or more	2.5%	3.3%	2.6%	2.2%	2.4%	2.6%
I don't charge on a contingency fee basis	63.4%	71.1%	62.0%	60.9%	60.9%	64.3%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Charge on a contingency fee basis	36.6%	28.9%	38.0%	39.1%	39.1%	35.7%
Average	32.9%	31.3%	31.4%	32.5%	34.3%	33.9%
Median	33.5%	31.4%	32.6%	33.2%	34.6%	34.2%
Base	1,021	152	153	279	207	230

Percentage Typically Charged on a Contingency Fee Basis



19. Using a scale of one to five (1= not at all important and 5= very important) how important to you are each of the following factors when determining fees?

a. Novelty/difficulty of the questions involved

	NUMBER OF YEARS LICENSED TO PRACTICE LAW					
	Total	Less than 5	5–9	10–19	20–29	30 or more
1 – not at all important	15.6%	12.3%	15.2%	16.6%	14.4%	17.7%
2	6.6%	5.1%	6.9%	6.3%	7.0%	7.5%
3	21.2%	23.9%	28.3%	23.2%	19.4%	14.2%
4	25.5%	23.9%	23.4%	26.2%	27.4%	25.2%
5 – very important	31.1%	34.8%	26.2%	27.7%	31.8%	35.4%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Average	3.5	3.6	3.4	3.4	3.6	3.5
Base	981	138	145	271	201	226

b. Results obtained

	NUMBER OF YEARS LICENSED TO PRACTICE LAW					
	Total	Less than 5	5–9	10–19	20–29	30 or more
1 – not at all important	26.1%	24.8%	26.4%	25.6%	30.8%	23.0%
2	10.5%	10.9%	9.0%	12.2%	9.0%	10.6%
3	23.9%	29.2%	31.3%	24.1%	17.4%	21.7%
4	16.7%	19.0%	13.2%	14.4%	17.9%	19.0%
5 – very important	22.8%	16.1%	20.1%	23.7%	24.9%	25.7%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Average	3.0	2.9	2.9	3.0	3.0	3.1
Base	978	137	144	270	201	226

c. Your reputation, experience and ability as an attorney/legal paraprofessional

	NUMBER OF YEARS LICENSED TO PRACTICE LAW					
	Total	Less than 5	5–9	10–19	20–29	30 or more
1 – not at all important	5.7%	6.5%	3.4%	4.8%	5.0%	8.3%
2	1.8%	2.2%	5.5%	.4%	1.5%	1.3%
3	13.7%	21.7%	15.9%	15.9%	7.5%	10.1%
4	28.9%	26.8%	33.8%	31.1%	31.3%	22.4%
5 – very important	49.9%	42.8%	41.4%	47.8%	54.7%	57.9%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Average	4.2	4.0	4.0	4.2	4.3	4.2
Base	982	138	145	270	201	228

## 19. Continued

## d. Amount of time involved

	Total	NUMBER OF YEARS LICENSED TO PRACTICE LAW				
		Less than 5	5-9	10-19	20-29	30 or more
1 – not at all important	6.8%	2.9%	6.9%	10.0%	5.0%	7.0%
2	3.7%	2.2%	3.4%	3.3%	4.0%	4.8%
3	14.4%	17.4%	15.9%	11.8%	13.4%	15.4%
4	23.6%	20.3%	24.8%	25.1%	24.9%	22.0%
5 – very important	51.5%	57.2%	49.0%	49.8%	52.7%	50.8%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Average	4.1	4.3	4.1	4.0	4.2	4.0
Base	982	138	145	271	201	227

## e. Other clients not accepted due to conflict

	Total	NUMBER OF YEARS LICENSED TO PRACTICE LAW				
		Less than 5	5-9	10-19	20-29	30 or more
1 – not at all important	36.6%	25.6%	38.6%	36.6%	37.0%	41.7%
2	16.2%	24.8%	13.1%	15.6%	16.5%	13.5%
3	22.1%	17.5%	24.1%	26.7%	21.0%	18.8%
4	12.3%	12.4%	14.5%	11.5%	12.0%	12.1%
5 – very important	12.8%	19.7%	9.7%	9.6%	13.5%	13.9%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Average	2.5	2.8	2.4	2.4	2.5	2.4
Base	975	137	145	270	200	223

## f. Fees customarily charged in your area for similar work

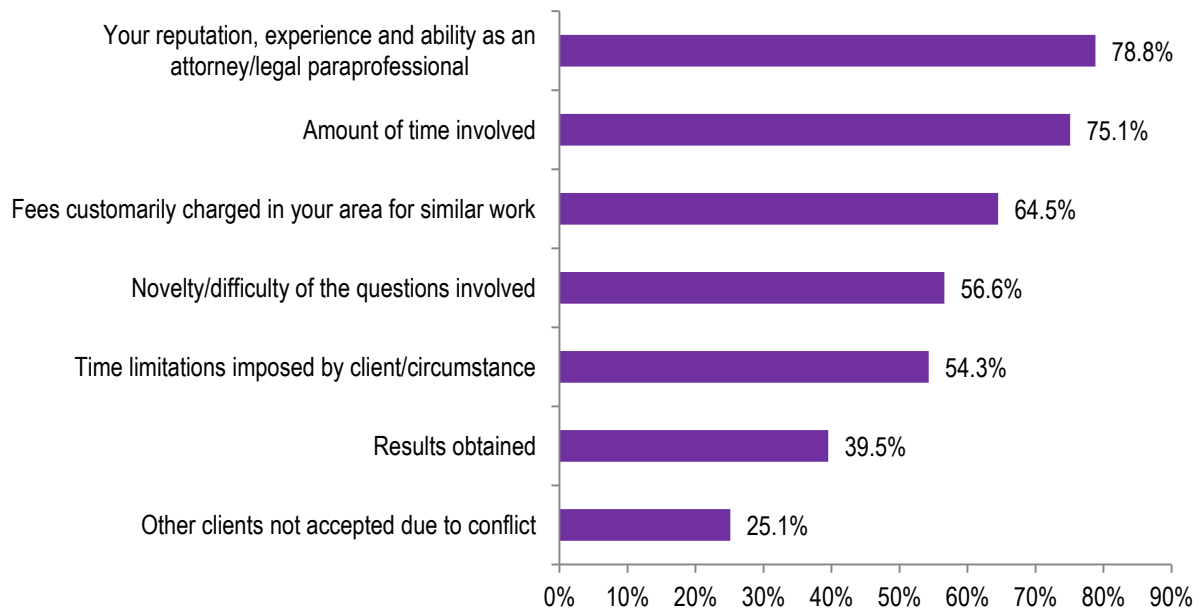
	Total	NUMBER OF YEARS LICENSED TO PRACTICE LAW				
		Less than 5	5-9	10-19	20-29	30 or more
1 – not at all important	6.2%	5.1%	6.2%	5.2%	4.5%	9.7%
2	4.2%	6.5%	4.8%	2.6%	2.5%	5.8%
3	25.1%	27.5%	24.1%	28.2%	24.8%	20.8%
4	32.3%	29.7%	33.9%	32.0%	32.2%	33.6%
5 – very important	32.2%	31.2%	31.0%	32.0%	36.0%	30.1%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Average	3.8	3.8	3.8	3.8	3.9	3.7
Base	980	138	145	269	202	226

19. Continued

g. Time limitations imposed by client/circumstance

	Total	NUMBER OF YEARS LICENSED TO PRACTICE LAW				
		Less than 5	5-9	10-19	20-29	30 or more
1 – not at all important	12.8%	7.2%	12.4%	13.3%	12.9%	15.5%
2	8.3%	7.2%	9.0%	7.4%	8.5%	9.3%
3	24.6%	29.7%	23.4%	22.6%	23.9%	25.2%
4	29.8%	26.9%	28.3%	31.1%	33.3%	27.9%
5 – very important	24.5%	29.0%	26.9%	25.6%	21.4%	22.1%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Average	3.5	3.6	3.5	3.5	3.4	3.3
Base	980	138	145	270	201	226

**Factors Rated Important When Determining Fees  
(Rating a 4 or 5 on a scale of 1 to 5)**

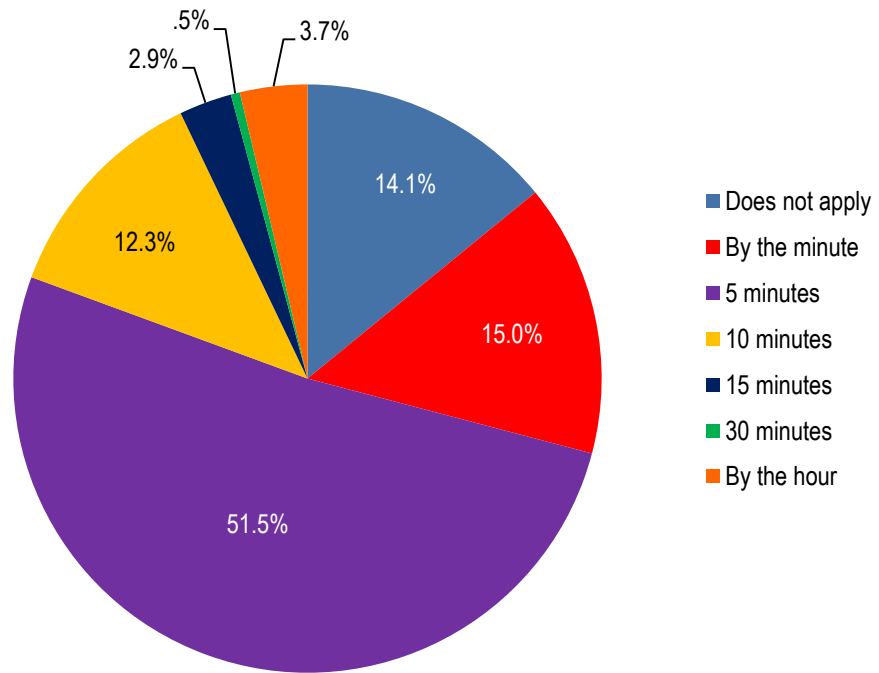


**About Billing Practices**

20. At what interval do you track time spent on billable hours?

	NUMBER OF YEARS LICENSED TO PRACTICE LAW					
	Total	Less than 5	5–9	10–19	20–29	30 or more
Does not apply – do not track time	14.1%	11.3%	15.3%	18.3%	11.8%	11.9%
By the minute	15.0%	22.0%	17.4%	16.1%	14.2%	8.4%
5 minutes	51.5%	45.4%	55.5%	50.3%	51.5%	54.0%
10 minutes	12.3%	14.2%	6.9%	8.4%	14.7%	17.3%
15 minutes	2.9%	1.4%	1.4%	4.0%	3.4%	3.1%
30 minutes	.5%	.7%	.7%	–	1.0%	.4%
By the hour	3.7%	5.0%	2.8%	2.9%	3.4%	4.9%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Base	988	141	144	273	204	226

**Interval Used to Track Time on Billable Hours**



50. What is the typical starting annual salary offered to each of the following for employment at your law firm or organization?

a. Legal paraprofessionals

	NUMBER OF YEARS LICENSED TO PRACTICE LAW					
	Total	Less than 5	5–9	10–19	20–29	30 or more
Less than \$25,000	2.6%	–	6.5%	1.4%	2.8%	2.3%
\$25,000-\$34,999	7.0%	18.2%	6.5%	8.1%	5.6%	5.8%
\$35,000-\$44,999	19.0%	–	25.8%	18.9%	22.5%	16.3%
\$45,000-\$54,999	20.9%	18.2%	12.9%	20.3%	22.5%	23.3%
\$55,000-\$64,999	22.7%	54.5%	29.0%	21.6%	19.7%	19.8%
\$65,000-\$74,999	11.0%	–	3.2%	13.5%	8.5%	15.1%
\$75,000 or more	16.8%	9.1%	16.1%	16.2%	18.4%	17.4%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Average	\$55,848	\$54,363	\$52,985	\$56,487	\$56,746	\$55,779
Median	\$54,200	\$55,833	\$52,514	\$53,500	\$51,667	\$55,000
Base	273	11	31	74	71	86

b. Paralegals/legal assistants without prior experience

	NUMBER OF YEARS LICENSED TO PRACTICE LAW					
	Total	Less than 5	5–9	10–19	20–29	30 or more
Less than \$25,000	5.6%	16.7%	7.1%	7.4%	1.3%	4.6%
\$25,000-\$34,999	14.6%	22.2%	14.3%	16.8%	15.0%	10.3%
\$35,000-\$44,999	39.4%	33.3%	40.5%	40.0%	41.1%	37.9%
\$45,000-\$54,999	26.4%	11.1%	26.2%	22.1%	32.5%	28.8%
\$55,000-\$64,999	9.0%	16.7%	7.1%	8.4%	6.3%	11.5%
\$65,000-\$74,999	2.5%	–	–	2.1%	2.5%	4.6%
\$75,000 or more	2.5%	–	4.8%	3.2%	1.3%	2.3%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Average	\$42,154	\$38,153	\$42,108	\$41,390	\$42,756	\$43,287
Median	\$40,688	\$36,907	\$41,363	\$40,000	\$41,200	\$42,827
Base	322	18	42	95	80	87

## 50. Continued

## c. Paralegals/legal assistants with at least 5 years of experience

	Total	NUMBER OF YEARS LICENSED TO PRACTICE LAW				
		Less than 5	5-9	10-19	20-29	30 or more
Less than \$25,000	1.7%	–	2.2%	2.2%	1.1%	2.0%
\$25,000-\$34,999	4.9%	20.0%	8.9%	3.2%	3.3%	3.9%
\$35,000-\$44,999	15.3%	20.0%	8.9%	16.1%	18.7%	13.7%
\$45,000-\$54,999	26.6%	20.0%	35.6%	23.7%	25.2%	27.5%
\$55,000-\$64,999	24.9%	13.3%	22.2%	22.6%	26.4%	28.4%
\$65,000-\$74,999	15.0%	26.7%	11.1%	20.4%	13.2%	11.8%
\$75,000 or more	11.6%	–	11.1%	11.8%	12.1%	12.7%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Average	\$55,108	\$47,653	\$53,637	\$56,208	\$55,471	\$55,527
Median	\$54,324	\$47,000	\$51,778	\$54,357	\$53,385	\$54,430
Base	346	15	45	93	91	102

## d. Secretaries without prior experience

	Total	NUMBER OF YEARS LICENSED TO PRACTICE LAW				
		Less than 5	5-9	10-19	20-29	30 or more
Less than \$25,000	9.9%	40.0%	6.3%	10.9%	8.7%	6.1%
\$25,000-\$34,999	31.7%	20.0%	31.2%	34.3%	44.9%	20.7%
\$35,000-\$44,999	37.5%	6.7%	50.0%	29.7%	36.3%	45.1%
\$45,000-\$54,999	14.5%	13.3%	12.5%	18.8%	5.8%	19.5%
\$55,000-\$64,999	4.2%	20.0%	–	4.7%	2.9%	3.7%
\$65,000-\$74,999	1.1%	–	–	–	–	3.7%
\$75,000 or more	1.1%	–	–	1.6%	1.4%	1.2%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Average	\$36,293	\$35,043	\$34,443	\$36,408	\$34,249	\$38,875
Median	\$35,022	\$30,000	\$34,143	\$34,750	\$33,000	\$38,266
Base	262	15	32	64	69	82

## 50. Continued

## e. Secretaries with at least 5 years of experience

	Total	NUMBER OF YEARS LICENSED TO PRACTICE LAW				
		Less than 5	5-9	10-19	20-29	30 or more
Less than \$25,000	3.6%	10.0%	3.4%	4.5%	1.4%	4.0%
\$25,000-\$34,999	12.0%	30.0%	6.9%	9.1%	19.4%	8.1%
\$35,000-\$44,999	34.7%	20.0%	51.9%	36.4%	38.9%	27.3%
\$45,000-\$54,999	24.3%	-	17.2%	19.7%	22.3%	33.4%
\$55,000-\$64,999	16.3%	40.0%	13.8%	19.7%	6.9%	19.2%
\$65,000-\$74,999	5.8%	-	3.4%	7.6%	8.3%	4.0%
\$75,000 or more	3.3%	-	3.4%	3.0%	2.8%	4.0%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Average	\$44,863	\$40,060	\$43,256	\$45,551	\$43,157	\$46,602
Median	\$42,833	\$38,800	\$39,714	\$43,333	\$40,500	\$46,000
Base	276	10	29	66	72	99